

Attracting and Retaining Top-Notch IT Talent

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Top Priorities of IT Staff

1. **Compensation** - 94% of IT workers rank their No. 1 priority as being fairly compensated for what they do.
2. A challenging and enjoyable environment
3. Access to training and opportunities that further workers' skills

More Than a Job

- IT staffers want to feel vitally connected to a greater whole
- IT staffers want a sense that they are accomplishing meaningful work
- IT staffers want to know they have an overall mission that goes beyond keeping the systems or network up and running

Loyalty First

Only **39%** of employees at Best Places companies feel secure in their jobs.

YET...

54% strongly agreed with the statement “I am proud to work for my company.”

Best Places To Work Stats

- **75%** of employees are satisfied with their company's training and development programs.
- On average, employees receive **7 days** of training a year. Best Places companies annually spend **\$2,143 per IT employee** on training.

High Satisfaction Equals Low Turnover

- **83%** of workers at Best Places companies say that their job is “interesting and challenging.”

The average turnover rate at Best Places companies is about **6% annually.**

And Now, The Real Experts...

- **Monique McKeon**, Program Manager, Chubb Specialty Insurance
- **Jeanette Matesic**, Director, HRIS, Englewood Hospital & Medical Center
- **Gary R. Wilhelm**, Business & Financial Systems Manager, Englewood Hospital & Medical Center
- **Allan Alterman**, Executive Director, ITS Infrastructure Services, KPMG
- **John Walker**, Executive Director, IT, Verizon Wireless
- **John McPartland**, VP of IT, Novartis Pharmaceuticals